



Benefits Summary

Police Officers Association (POA)

Compensation	
Merit Increases	5% increase (providing the employee is not at the top step) at 6 months and annually thereafter. Probation period is 18 months following appointment.
Special Assignment Position	5% for designated special assignment (detective, communications supv., etc.)
Special Compensations	Corporal, EMT & Bilingual - \$75.00/ea (if applicable)
Training Differential	FTO pay (5%) and a Dispatcher training new ees beyond 2 days (5% for duration of assignment)
Tuition Reimbursement	\$750.00 per semester, \$1,500.00 max per year
Health and Welfare	
Health Care	<p>- As of 1/1/18, the City will pay up to 80% cost of Kaiser Sacto Region for applicable level: employee only, employee plus one, employee plus two or more (\$563.17 / \$1,126.34 / \$1,464.24).</p> <p>- Employee pays difference between amount covered by the City and the plan chosen.</p>
Dental	City pays 100% of premium for employee and dependents: \$50.00 for ee only and \$112.00 for ee + 1 or more
Vision	City pays 100% of premium for employee at \$7.00/mo., employee +1 at \$17.79/mo., and for employee plus family at \$26.28/mo.
Life Insurance	City pays 100% of premium (\$45,000): cost is \$9.81/mo.
Flexible Spending Accounts	Flexible spending accounts available and the cost is paid by employee (medical and dependent care)
Retirement	
Retirement	<p>Safety: 3% @ 50 (if hired prior to 1/1/13 or hired after 1/1/13 and considered a "classic" CalPERS employee with less than 6 month break per the PEPRAs regs); Employees pay the entire employee portion (ee portion = 9% for safety) and 3% of the employer portion (total of 12%)</p> <p>Safety: 2.7% @ 57 per the PEPRAs regulations if hired on or after 1/1/13 and is considered a "new" CalPERS employee; Employees pay the entire member portion (ee portion = 11.5% for safety) and 3% of the employer portion (total of 14.5%)</p> <p>- Miscellaneous: If hired prior to 2/11/11: Formula is 2.7% @ 55. Employee pays the entire employee portion at 8% and 3% of the employer portion (total of 12%)</p> <p>- Miscellaneous: If hired on or after 2/11/11 but before 1/1/13 (or considered a "classic" CalPERS employee with less than 6 month break per the PEPRAs regs), formula is 2% at 60. Employee pays entire employee portion of 7% and 3% of the employer portion (total of 10%).</p>

	- Miscellaneous: If hired on or after 1/1/13 and considered a "new" CalPERS employee, formula is 2% at 62 per the new PEPRA regulations. Employee pays member portion of 6.25% and 3% of the employer portion (total of 9.25%)
Social Security	The City of Lincoln is an agency that participates in social security, pays social security taxes, and participates in the CalPERS retirement system.
Health Insurance for Retirees	If hired after 1/1/98, employee on vesting system (government code 22893) - 100% City Coverage after 20 yrs. based on current State Annuitant Contribution 100/90 formula (weighted average of the premiums of the four largest health benefit plans); must have 5 yrs. vesting with Lincoln and must retire from the City.
Deferred Compensation	Plans available for employee participation only; City does not participate
Leaves	
Vacation ¹	0 - 4 years = 88 hours
	5 - 9 years = 132 hours
	10 - 14 years = 144 hours
	15 - 17 years = 156 hours
	18 + years = 208 hours
Bereavement Leave	Up to 3 Days; If 400 miles of travel (+ 2 days out of sick leave accrual)
Holiday ³	10 designated holidays, plus 1 floating holidays
Sick Leave ²	12 days per year
Uniforms	Sworn officers = \$900.00/ yr., Non-sworn = \$560.00/ yr.

Footnotes:

- (1) Maximum accruals allowed is 240 hours. If employee reaches the maximum, the accruals cease.
(2) Maximum accruals allowed is 1440 hours. If employee reaches the maximum, the accruals cease.
(3) Holiday and Administrative Leave does not accrue or rollover to following year.